



Department of Labor and Employment FY 23 Annual Performance Report (November 2023)

Wildly Important Goals

CDLE identified several wildly important goals (WIGs) for FY 2022-23 and beyond. For this annual performance report, the Department has updated progress on those goals identified in its FY 2022-23 Performance Plan that capture the Department's WIGs and reflect the overall direction. Additional detail is available in the [Department's Performance Plan](#).

WIG 1 – Maintain Colorado's rank among the top 5 states in labor force participation through June 30, 2023.

Colorado maintained its average annual ranking in the top 5 for labor force participation and above target for the female employment-population ratio. CDLE did not meet the goal of increasing the youth employment population and fell less than 1% off our target of increasing the number of individuals engaging with Vocational Rehabilitation services.

WIG 2 – Enroll 865 candidates in healthcare-related training through the Colorado public workforce system by June 30, 2023.

CDLE met and exceeded all goals for enrolling candidates in healthcare-related training.

WIG 3 – Increase the percentage of Coloradans who receive their first state unemployment benefit payment within three weeks, from 42.6% in June 2022 to 87%, in alignment with federal benchmarks, by June 30, 2023.

CDLE did not meet its goal of timely Unemployment Insurance payments, however CDLE improved core processes essential to timely payment. CDLE decreased the number of claims on the backlog from 20,000 to 767 and grew the employer separation response rate from 82.5% to 86.5%. CDLE increased the number of issues agents resolved but fell short of the 70 claims per week target.

WIG 4 – Add or expand 100 registered apprenticeship programs in Colorado by June 30, 2023. Priority industries for this WIG include (1) Healthcare/Behavioral Health, (2) IT/Cybersecurity, (3) Education/ Public Sector, (4) Advanced Manufacturing, (5) Transportation/Logistics, and (6) Energy/Infrastructure.

CDLE met and exceeded all goals for increasing and expanding apprenticeship programs in Colorado.

WIG 5 – Enroll 85% of eligible Colorado workers in either the state paid family leave plan or an employer self-certified leave program by June 30, 2023.

CDLE met and exceeded all goals for enrolling 85% of eligible Colorado workers in the state paid family leave plan (FAMLI) or an employer self-certified leave plan. The increase in enrollment of eligible Colorado workers from Q3 to Q4 is a result of the new FAMLI premiums system going live.



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Performance Measures

Top 5 states in labor force participation

Measure	FY20 Actual	FY21 Actual	FY22 Actual	Q1 FY23	Q2 FY 23	Q3 FY 23	Q4 FY 23	FY23 Goal	3-Year Goal
Maintain Colorado's rank among the top 5 states in labor force participation through June 30, 2023.	n/a	n/a	n/a	5	6	4	4	5	-
Increase the employment-to-population ratio for youth ages 16 - 24 from 57.7% to 59% by June 30, 2023.	n/a	n/a	58.00%	57.80%	56.20%	57.20%	55.90%	59.00%	60.00%
Increase the female employment to population ratio from 60.5% to 61% by June 30, 2023.	n/a	57.6%	61.00%	61.10%	61.40%	61.50%	61.40%	61.00%	61.00%
Increase the number of people participating with the Division of Vocational Rehabilitation from 15,204 in FY 2022 to 15,900 by June 30, 2023.	n/a	n/a	n/a	10,917	12,457	14,074	15,745	15,900	-
Conduct landscape analysis and create a coal transition worker assistance program plan by June 30, 2023.	n/a	n/a	n/a	20%	40%	50%	67%	100%	100%



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Enroll candidates in healthcare-related training

Measure	FY20 Actual	FY21 Actual	FY22 Actual	Q1 FY23	Q2 FY 23	Q3 FY 23	Q4 FY 23	FY23 Goal	3-Year Goal
Enroll 865 candidates in healthcare-related training through the Colorado public workforce system by June 30, 2023.	n/a	n/a	n/a	429	1,508	2,023	3,893	865	n/a
CDLE will enroll 400 candidates in healthcare related occupational education, training and/or credentialing through Workforce Innovation and Opportunity Act (WIOA) funded programs by June 30, 2023.	n/a	n/a	n/a	308	502	807	999	400	n/a
Local workforce areas and community-based organizations will enroll 465 candidates in healthcare-related occupational education, training and/or credentialing through stimulus-funded programs by June 30, 2023.	n/a	n/a	n/a	121	1,006	1,216	2,894	465	n/a



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Increase the percentage of Coloradans who receive their first state unemployment benefit payment within three weeks

Measure	FY20 Actual	FY21 Actual	FY22 Actual	Q1 FY23	Q2 FY 23	Q3 FY 23	Q4 FY 23	FY23 Goal	3-Year Goal
Increase the percentage of Coloradans who receive their first state unemployment benefit payment within three weeks, from 42.6% in June 2022 to 87% by June 30, 2023.	94.20%	89.80%	42.60%	29.00%	29.70%	36.20%	47.10%	87.00%	n/a
Decrease the claims on the backlog from 20,000 to zero by June 30, 2023.	n/a	n/a	n/a	15,943	16,976	292	767	0	n/a
Increase the number of issues resolved per week by each claims processing agent from 35 to 70 by June 30, 2023.	n/a	n/a	n/a	44	44	46	46	70	n/a
Increase the percentage of employers submitting separation responses online by 5% from 82.5% to 87.5% by June 2023.	n/a	n/a	n/a	84.70%	78.53%	82.96%	86.41%	87.50%	n/a



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Enroll 85% of eligible Colorado workers in either the state paid family leave plan or an employer self-certified leave program

Measure	FY20 Actual	FY21 Actual	FY22 Actual	Q1 FY23	Q2 FY 23	Q3 FY 23	Q4 FY 23	FY23 Goal	3-Year Goal
Enroll 85% of eligible Colorado workers in either the state paid family leave plan or an employer self-certified leave program by June 30, 2023.	n/a	n/a	n/a	0.00%	0.00%	.44%	97.72%	85.00%	n/a
FAMLI will host 30 in-person and virtual employer education events across the state, including town halls, webinars and presentations, by June 30, 2023.	n/a	n/a	n/a	26	52	62	95	30	n/a
Support 80% of eligible employers with FAMLI registration or an exemption application, with a goal of 186,000 registrations by June 30, 2023.	n/a	n/a	n/a	0	42,000	136,831	195,818	186,000	n/a